

Chapter 245

(House Bill 702)

AN ACT concerning

Wage and Hour Law – Minor League Baseball Players – Exemption

FOR the purpose of exempting minor league baseball players who are compensated under the terms of a collective bargaining agreement that expressly provides for the wages and working conditions of employees from the Maryland Wage and Hour Law; and generally relating to exempting minor league baseball players from the Maryland Wage and Hour Law.

BY repealing and reenacting, with amendments,
Article – Labor and Employment
Section 3–403(14) and (15)
Annotated Code of Maryland
(2016 Replacement Volume and 2023 Supplement)

BY adding to
Article – Labor and Employment
Section 3–403(16)
Annotated Code of Maryland
(2016 Replacement Volume and 2023 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
That the Laws of Maryland read as follows:

Article – Labor and Employment

3–403.

This subtitle does not apply to an individual who:

(14) is employed as a hand–harvest laborer and is paid on a piece–rate basis in an operation that, in the region of employment, has been and customarily and generally is recognized as having been paid on that basis, if:

(i) the individual:

1. commutes daily from the permanent residence of the individual to the farm where the individual is employed; and

2. during the preceding calendar year, was employed in agriculture less than 13 weeks; or

(ii) the individual:

1. is under the age of 17;

2. is employed on the same farm as a parent of the individual or a person standing in the place of the parent; and

3. is paid at the same rate that an employee who is at least 17 years old is paid on the same farm; [or]

(15) is a covered employee under the Secure Maryland Wage Act; OR

(16) (I) HAS ENTERED INTO A CONTRACT TO PLAY BASEBALL AT THE MINOR LEAGUE LEVEL; AND

(II) IS COMPENSATED IN ACCORDANCE WITH THE TERMS OF A COLLECTIVE BARGAINING AGREEMENT THAT EXPRESSLY STATES THE WAGES AND WORKING CONDITIONS OF EMPLOYEES.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2024.

Approved by the Governor, April 25, 2024.